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SOCIOLOGICAL NOTES.

[The editor of this department is glad to receive notes on all topics of interest to sociologists and persons working along sociological lines in the broadest acceptation of the term. It is not the purpose of these columns to define the boundaries of sociology, but rather to group in one place for the convenience of members of the Academy all available bits of information on this subject that would otherwise be scattered throughout various departments of the Annals. The usefulness of this department will naturally depend largely on the measure of co-operation accorded the editor by other members of the Academy.

Among those who have already indicated their interest and willingness to contribute are such well-known workers along sociological lines as Professor F. H. Giddings (Columbia College), Professor W. F. Willcox (Cornell University), Dr. John Graham Brooks (Cambridge, Mass.), Dr. E. R. Gould (Johns Hopkins University), Mr. John Koren (Boston), Hon. Carroll D. Wright (Washington, D. C.), Professor E. Cheysson (Paris), Mr. Robert D. McGonnigle (Pittsburg, Pa.), President John H. Finley (Knox College), Miss Emily Green Balch (Jamaica Plains, Mass.), Miss M. E. Richmond (Baltimore, Md.), and others.]

Theory of Sociology.—Educational influence of machinery on workmen. Mr. Alex. E. Outerbridge, Jr., of the machine tool works of Wm. M. Sellers & Co., Philadelphia, recently made, in the course of an address to the students in sociology of the University of Pennsylvania, a strong and vigorous protest against the common belief, to some extent supported by orthodox economic writers, that machinery exerts a bad influence on its operators, tending to make them become less intelligent economic members of society unless these influences are counteracted by other social forces. Mr. Outerbridge's long experience at the head of a large establishment where the most numerous and latest experiments in machinery are introduced, entitles his opinion to careful consideration. The following extract is taken from his address:

"With regard to the influence of mechanical occupation upon the mental and moral development of the workingman, I have formed some decided opinions as the result of many years of observation. I am satisfied that even an insensate machine, in which, however, the intelligent and skilled designer has embodied his own mental faculties into its material combinations, so that it is constrained to do his will when power is applied, performing accurately the most complex operations, exerts a stimulating educational influence upon the care tender, even though he may be an illiterate man or boy entirely unconscious of this influence. I am thus, from daily practical observation, at variance with those theorists who maintain that mechanical occupation is necessarily narrowing to the intellect.

'If you give a boy of average capacity the simplest routine work to do in connection with a machine, perhaps it is merely to feed it with raw material, he will at first, in all probability, perform his task in a purely perfunctory manner, taking little interest in the work and having no comprehension of the mechanism of the machine. Little by little, however, the constant repetition of mechanical movements, producing always one uniform result, impresses itself upon his latent powers of comprehension, the underlying principles and heretofore hidden motive of the seemingly inexplicable combination of wheels and gears is revealed, and simple order is evolved out of complexity. a new interest is developed and the boy becomes an intelligent operator. On revisiting the establishment at the end of some months, you may find the same machine and the same, yet not the same, attendant. He has become, it may be, an expert; he is now, perhaps, the master of the machine, knowing its imperfections and sometimes even suggesting improvements which had been previously overlooked.

"The influence upon the operative of daily contact with machinery is thus, in my judgment, a potent one, enlarging his mental horizon, giving him more accurate perceptions of the true relation of parts and fitness of things and elevating him intellectually above the average plane of the skillful handicraftsman.

"If we had time to dwell upon this interesting phase of psychological study, I might even go a step farther and say that I believe it is possible to trace, through the machine, back to the inventor, a positive and continuing influence of his mind upon the mind of the operator. I cannot, at this time, lead you on this path farther than to point out the direction of thought and give you some illustrations of those features of mechanical occupation which are of the greatest interest, I think, to the student of sociology, viz.: The correlative influence as revealed in such studies of mind upon matter, and of matter upon mind.

"I believe that every novel machine possesses something of the personality of its creator.

"Suppose, for example, that a number of inventors, being in different parts of the world, surrounded by different environments, having different necessities, experiences and conveniences, are all engaged independently, at the same time, in solving some new problem in mechanics, or in designing some novel machine to perform special work (we have had a plethora of such illustrations of recent years in the number of new inventions in connection with the employment of electricity for various utilitarian purposes) you will find that different minds volve different methods of accomplishing one ultimate result

"One inventor will proceed by the most direct method to attain the final end, another will take a more devious course and produce, it may be, a more complicated machine yet it may also be difficult to decide upon their relative merits, since one may gain in refinement and accuracy what it loses in other features. Each machine exhibits in its design the mental process of the inventor, and each has therefore a distinct individuality emanating from its creator incorporated in it and this in turn exerts a continuing influence upon the mind of the operator.

"The educational influence of mechanical occupation upon the workingman is strikingly illustrated in still another manner.

"We have in this establishment (and the same may, without doubt. be observed elsewhere) not one, but many, employes who exhibit as much skill in their special work as that of well-known original scientific investigators. They are daily performing operations as delicate in their way as the work of the microscopist and with a degree of accuracy amazing to the novice. Take the simple operation of calipering a tube or measuring a rod and you will find mechanics dealing quantitatively with fractions of an inch which ordinary people totally disregard.

"The most perfect machine ever constructed only approaches, never realizes, the ideal of its designer or constructor, and it is therefore impossible to entirely eliminate from the work done by it the 'personal equation' of the operator. You may see, for example, in these works an immense planing machine taking a final scraping cut from the surface of a piece of metal, and it may seem to your sight and touch as smooth as a mirror, yet the inspector will casually rub his finger over the surface and detect ridges not exceeding perhaps a few thousandths of an inch, the work resembling to him a plowed field, and if the furrows exceed a most minute allowance. the operation must be repeated again and again, until the minute imperfections of the man and of the machine have been eliminated from the work.

"It is therefore not merely the ability to turn out a maximum amount of work in a given time from any machine tool which constitutes the skilled mechanic. No matter how nearly automatic the machine may be, it is still subject to human guidance, and no matter how nearly perfect its construction, its work is still subject to final correction by that most wonderful of all machines, the human hand guided by the human mind."

College and Social Settlements.—Kingsley House, Pittsburg, Pa., is enlarging its field of usefulness this winter. An additional house, No. 1725 Penn avenue, has been secured and the work is being carried on

there as well as at 1705 Penn avenue. About twenty clubs are organized in the College Settlement and Miss Everest, the superintendent, has succeeded in obtaining an increased number of workers.

"Social Statistics of a City Parish," is the title of a pamphlet issued by the Church Temperance Society, Church Missions House, Fourth avenue and Twenty-second street, New York. It contains the results of an investigation of the social facts concerning a small but well defined section of New York City. The plans showing location of churches and saloons give a graphical representation of some of the statistics gathered. Eight women enumerators gathered the material on well-outlined blanks of inquiry containing questions which covered the following general lines of investigation: Family, occupation (skilled or unskilled), wages, hours of labor, rooms, rentals, creed, social and sanitary conditions, agencies (bad and good). The results are then grouped according to nationalities. Much in this fifty-page pamphlet appeals especially to the readers for which it was prepared. Some of it cannot fail to interest all students of social problems and it ought to serve as a model for a kind of work that we might expect our social settlements to do more of than they have done in the past.

Tenement Houses.—The New York Tenement House Committee of 1804, of which Mr. R. W. Gilder, of the Century, was chairman, and Mr. Edward Marshall, secretary, reported to the Legislature on January 16. 1895. The report with recommendations, but without plans and evidence taken, has been printed and covers twenty-seven good sized It discusses the work of the committee and the methods pursued, describes the condition of the worst tenement houses and their population. The tenement house population of New York in 1893 was estimated at 1,332,773 persons living in 39,138 houses, but of this number only four-fifths really belong to the class usually designated by that term, the remainder living in flats and apartment houses. In the real tenement sections of the city the overcrowding is great and the density of population for these sections "greater than that of any other city in the world." The dangers from fire under present laws of construction are very great, and the recommendations in connection with this point are numerous and specific. In all the committee makes twenty-one specific recommendations, grouped under the following general headings: (1) Destruction of Unsanitary Buildings; (2) Regarding Construction of Tenement Houses Hereafter to be Built; (3) Prevention of Fire; (4) Height of Basement Ceilings above Ground; (5) Removal of Wall Paper; (6) Lighting of Halls; (7) Overcrowding; (8) Use of Tenement Houses for Lodging Houses, Stables and for Storage and Handling of Rags; (9) Discretionary

Powers of the Board of Health; (10) Filing of Owner's Name; (11) Increase of the Health Board's Inspection Force; (12) Small Parks, with Playgrounds; (13) School Playgrounds; (14) Rapid Transit; (15) Municipal Bathing Establishments; (16) Drinking Fountains and Lavatories; (17) Electric Lights; (18) Extension of Smooth Pavements; (19) School Houses and Kindergartens; (20) Prostitution in Tenement Houses; (21) Commission on Tenement Houses.

The mere enumeration of these headings, on each of which there was at least one specific recommendation, suffices to indicate, in some measure, the breadth and thoroughness of this investigation. All the recommendations are marked by a spirit of moderateness and a view to their practicability without disturbing existing business conditions. and are in no sense the ravings or dreams of fanatical reformers. In some cases the committee frankly admits that it would like to make a more radical recommendation, but thinks, at the present time, anything more severe would be prohibitory. Perhaps best of all is the last recommendation, that the present Tenement House Board of city officials be abolished. A permanent board of such a nature is not likely to do any good, and the committee wisely recommends a periodical (every five years) investigation by a special committee, as in the present case. The whole report was discussed publicly and enthusiastically approved by leading economists and philanthropists at a large mass meeting held in Cooper Union, Wednesday evening, January 30.

Sociological Investigation.—Work for Churches. Clergymen of all denominations have of late been among the most eager inquirers on all social questions. Too often their interest has not been sufficient, or the demands on their time and strength have been too great, to enable them to give the patient and careful study to the actual social conditions around them, not to mention the theories and experience of others that is absolutely necessary in order to attain any adequate basis for thought or action. The dilettante who merely desires to gather material for sensational sermons on the labor question, temperance, pauperism, etc., is very apt to put a sufficient number of ill-digested facts and fallacious conclusions together in the limits of a single discourse as to disgust the more sober-thinking element of his congregation. The field of social investigation is so broad that it is not surprising that the average clergyman who wishes to do nothing but good work is afraid to enter it unaided, though his interests cause him pretty constantly to keep one eye on the neighboring social field somewhat to the neglect of his theological patch, where doubtless the law of diminishing returns has begun to operate. Many as are the difficulties that stand in the way of the average overworked pastor,

and deter him from undertaking serious sociological work, there are many kinds of original investigating work for which he is in a peculiarly favorable position. Facts, sociological facts of every description are needed by all. The very gathering of these is one of the best kinds of training for honest and clear thinking on social topics. The church. with its splendid machinery and coterie of sympathetic workers, is admirably suited to perform an invaluable service in every community by gathering and publishing full and accurate facts regarding the life and doings of all classes in the respective communities. Never mind if results are not immediately visible. Some of the patience that science requires in the collection of the thousands of inductions that originate or test the accuracy of every valuable scientific discovery; some of the self-abnegation not uncommon in the scientific world, where a life may be devoted to the mere collection of data to be used in generalization by others who build on a ready-made foundation, will surely not be lacking in the church. We all can't solve the "social question" in our own way and by our own unaided efforts, and yet that is what so many reformers are trying to do. We all can contribute something to the analysis of the labyrinth of tangled, knotted, distorted and complicated facts that form the outer surface of all our social questions. Foreign countries and cities are often more favored than we are in America, in that they have able local statistical bureaus which furnish many reliable data which we for the present must rely on private initiative to supply. Every clergyman can help in meeting the deficiency in his locality, can reap a benefit for himself and his church through the reactionary influence of such work on church work, and can directly contribute to the progress of social science in the United States. Mr. Robert Graham, the able secretary of the Church Temperance Society of New York, has published several pamphlets * which prove that valuable results come from the application of the method of social observation and investigation to the liquor problem, and the latest pamphlet published by that society, entitled, "Social Statistics of a City Parish," † goes into still broader lines of investigation.

The letter accompanying a copy of the latter pamphlet which was sent to the rectors of Episcopal parishes in New York City is so full of

^{*&}quot;Liquordom in New York City." By ROBERT GRAHAM. New York, 1883. Pp. 26.

[&]quot;New York City and Its Masters." By ROBERT GRAHAM. New York, 1887. Pp. 47. Price, twenty-five cents.

[&]quot;Chattel Mortgages on Saloon Pixtures in New York City." By ROBERT GRAHAM. New York, 1888. Pp. 22. All published by Church Temperance Society, Fourth Avenue and Twenty-second Street, New York.

[†] Noticed above.

valuable suggestions for all clergymen that we reproduce it in full, at the same time stating that this department of the Annals will be glad to correspond with any clergymen who desire to undertake work of this nature in connection with their parishes, and help in outlining the same and in the publishing of results of general interest.

Social Statistics of Parishes.

'Accurate knowledge of facts must precede all remedies for evils. This is the unanimous opinion of all students of social science and of all charitable societies which are doing their work in an intelligent way. Yet the kind of facts regarding the life and labor of the people which are most needed as a basis for all plans of social advancement have never as yet been collected and tabulated in this city; indeed in this respect New York is as much an unknown region as the woods of Maine.

"By this mail we forward you a copy of a pamphlet lately published by the Church Temperance Society, entitled, 'Social Statistics of a City Parish,' it being an elaborate and most searching investigation into the social conditions, nationalities, creeds, etc., of the population residing within the cure of St. Augustine's Chapel, Trinity Parish, New York.

"The work of enumeration was done by a number of skillful lady visitors, and it is our conviction that it will give you a reliable and valuable analysis of the conditions which make up the social life of that congested section of the city of New York.

"We beg to call your attention to this pamphlet and ask that you will carefully examine it. It is believed that a similar investigation carried out in all the great parishes of the city would materially aid in dealing intelligently with the serious problems that present themselves in the work of the church.

"There can be no more pressing question than that of how to bring about better social conditions for those who live under circumstances so fatal to true religion, intelligent citizenship and real home life.

"In addition to this work as pertaining to great cities we believe that much good would be done, by a more limited yet important investigation in smaller towns and villages. Much hindrance comes to church work from an inaccurate and inadequate knowledge of the actual conditions of their respective communities.

"It would be within the power of almost any rector to secure without expense this more thorough knowledge, and we believe that such investigation would aid to a remarkable degree the intelligence with which the church should do its work, and bring her into more vital touch with the social life of the people. "We suggest inquiries along the following lines and should esteem it a great kindness if you are willing to give us the advantage of any criticisms or suggestions that occur to you in connection with this work.

"Trusting that you will kindly give the pamphlet your consideration, we remain faithfully yours,

- "HENRY Y. SATTERLEE, Chairman.
- "IRVING GRINNELL
- "PASCAL HARROWER,

"Church Missions House,

4th Ave. and 22d St., New York." "ROBERT GRAHAM,

Members of Committee."

Statistics.—Population of town or village.

Nationalities.

Creeds and religious affiliations.

Membership of different religious bodies.

Membership of Sunday schools.

Average church attendance of men.

Saloons .- Rules governing Excise Board.

Character and attitude of Excise Commissioners.

License fees.

Manner in which present laws are kept touching

Sales on Sunday.

Sales to minors.

Sales to drunkards.

Many other topics for investigation might have been added to the above list. Housing and sanitary conditions, rents, wages and items of family budget are very important items.

Charities.—New York Association for Improving the Condition of the Poor. This society which has been so valuable an aid to the carrying out of true scientific charity principles by rendering prompt and adequate relief to worthy cases reported by the Charity Organization Society of New York and other organizations as well as individuals, completed in 1893 a half-century of philanthropic work. The demands for relief were so great during the winter of 1893–94 that the annual report which was to be an elaborate one was not issued. It has now appeared combined with the report for 1894 thus making a double volume.* The work of the society is distributed among six departments: (1) the Department of Finance; (2) of Temporary Relief; (3) of Dwellings; (4) of Food Supply; (5) of Schools and

*1843-1893. Semi-Centennial of the New York Association for Improving the Condition of the Poor. October, 1894. New York, United Charities Building, 105 Rast Twenty-second Street. Pp. 275.

Institutions; (6) of Hygiene. During a period of fifty years ending September 30, 1894, the society expended \$2,250,000, the expenditures for single years in some cases amounting to nearly \$100,000, and in 1894 amounting to \$120,506.60. This report with its eighty appendices offers much material for the detailed study of the different departments of the work of the society and interesting comparisons with similar work in former years. The society experienced three very trying years of industrial depression and distress besides the winter of 1893-94, and the record as far as it goes of the winters of 1854-55, 1857-58 and 1873-74 is interesting for purposes of comparison.

Pennsylvania.—The question of abolishing the State Board of Charities, and establishing a Department of Charities and Corrections at Harrisburg composed solely of paid officials, is again before the Pennsylvania Legislature. The expenditures of the State for charitable purposes amounted last year to nearly \$1,500,000, and it is argued that so large a sum warrants the expenditure of a few more thousands on a department that will see that full value is received in a much better way than a board of unpaid private citizens is apt to do. This will naturally bring up a discussion of the present and prospective influence of politics in the control of our State charitable institutions. and thus give room for much difference of opinion as to the wise method to pursue. The Twenty-fourth Annual Report of the Board of Commissioners of Public Charities for 1893* has just been distributed, and the Twenty-fifth Annual Report is about going to press. The condition of each of the State institutions, and of many private ones under State supervision, is given in detail by the Commissioners visiting them. The statistical part of the report is not encouraging, indicating as it does increase of crime and pauperism, overcrowding of many institutions, etc. Court proceedings show an increase in 1893 over 1892 of persons tried of 1502, or 9.59 per cent; of convictions an increase of 319, or 8.69 per cent; an increase of 221 in the penitentiaries, of 173 in county prisons, of 28 in the workhouse, and a decrease of 25 in the industrial reformatory, and an increase of 53 in the reformatories for boys and girls. The Eastern Penitentiary, where solitary confinement is supposed to obtain, the overcrowding was so great (December 31, 1893) that 1248 persons occupied 720 cells. The almshouse population of the State was 22,950, an increase of 220 over 1892. In addition to these persons out-door relief was extended to 22,269, amounting to nearly \$300,000. The net cost of almshouses

^{*&}quot;Twenty-fourth Annual Report of the Board of Commissioners of Public Charities of the Commonwealth of Pennsylvania for 1893, also the Report of the General Agent and Secretary, Statistics, and the Report of the Committee on Lunacy." Transmitted to the Legislature January, 1894. Official Document, No. 17.

and out-door relief is given as \$1,912,639.78. The accommodations for the insane are barely adequate, though the removal of 1000 chronic patients to the new asylum at Wernersville filled that institution and left the State hospitals filled to their proper capacity. The report maintains, therefore, that in the near future there will be a demand for a new institution for the care and treatment of the insane.

Massachusetts.—The Sixteenth Annual Report of the State Board of Lunacy and Charity of Massachusetts,* covering the year September, 1893 to September, 1894, has just appeared. The number of insane in the State under supervision, September 30, 1894, was 6571, of which 5551 were in hospitals and asylums, 809 in town almshouses, and 211 in private families. The cost of support in the State hospitals and asylums was \$772,559. The poor in the State within the year ending September 30, 1894, were:

In-door poor, State and town, aver	rage	, .										12,039
Out-door poor, State and town, su	ppo	rted	l, a	ve	ra	ge	, .					1,388
Out-door poor, State and town, rel	ieve	d,	٠					•		•	•	57,000
Cost of support and relief, towns,												
Cost of support and relief, State,	٠.		٠	•		•	•	٠	٠		•	358,688
												\$2,340,760

The report contains a well-prepared statistical appendix entitled "The Pauper Abstract." From one of these tables, an exceedingly interesting one (page xxxi), it appears that pauperism in the cities and towns has increased greatly and steadily since 1874, in Massachusetts, so far as those who are fully supported by the public go. The number receiving partial support does not vary greatly from year to year. The cost to the people of Massachusetts, however, has nearly doubled in the period 1874–94.

Unemployed.—New York City. Appendix No. 13 (page 153) of the Semi-Centennial Report of the New York Association for Improving the Condition of the Poor† gives an epitome of Miss Buchanan's report to the society which tabulates the answers to questions sent by Mr. Carlos C. Closson, representing the "Quarterly Journal of Economics," to Mayor Gilroy of New York, and referred by him to this society. It contains a good summary of the relief-work done in New York City during the winter of 1893-94.

Cincinnati, O.—The annual message of the Mayor of Cincinnati for 1894 contains a résumé of the relief work undertaken by the city in the winter of 1893-94. From the census taken by the police force, October 1, 1893, it appeared that 7020 persons were out of

^{*} Public Document No. 17. Boston, 1895.

[†] Noticed under heading "Charities" above.

employment, and that these persons, of whom 5851 were men, the balance women and children, were the bread-winners and support of over 25,000 people. A committee of citizens in conference with the Mayor deemed the situation sufficiently serious to warrant the city giving additional employment. The Board of Legislation appropriated \$30,000 from the Contingent Fund to be placed at the disposal of the Park Board, and during the month of November, and up to December 15, 1893, 1200 men were employed on the parks, 2387 persons applied for work, 1891 were examined at residences, 1013 were recommended after examination, and 878 were not recommended for one of the following reasons: (1) Not found at address given; (2) no families dependent, or families had sufficient income for maintenance; (3) few who had found other work between time of application and examination. About 50 of those recommended did not appear, or were discharged for good cause on trial; 200 additional men were taken from the organization of the unemployed, and 1168 laborers and 32 foremen and time-keepers in all were employed; \$28,543.33 was paid in wages, and \$1456.77 for tools.

A second bill appropriating \$100,000 became law February I, 1894, and up to April I, 1894, of the 4495 applicants for work, 3140, who were the main support of 17,000 persons, were employed six days at eight hours each at fifteen cents an hour every third week. All applicants were rigidly examined by the Associated Charities and the Police Department. A fairly good system of employment cards was improvised to prevent fraud. Most persons employed had had no experience with a pick or shovel, and the Mayor estimates that the actual value received from the labor employed will not exceed fifty cents on the dollar. At the date of the Mayor's report (April I, 1894,) about half of the \$100,000 appropriation had been expended.

The report of the Board of Administration, issued in February, 1895,* shows that the balance of this appropriation was expended on the parks and in cleaning and repairing the streets, and that the Water Works Department was authorized to issue in addition \$100,000, of which \$50,000 was expended in pay rolls, making a total expenditure for the relief of the unemployed of about \$180,000.

Immigration.—Immigration Restriction League. The wide-spread feeling that the time has come when there should be a more careful sifting of the immigration to our shores, has found expression in the formation of the Immigration Restriction League. It was organized in Boston on May 31, 1894, but now has members in nearly every State in the Union. It is an entirely non-political and non-sectarian organization.

^{*} Pp. 98. Cincinnati. The Commercial Gazette Job Print, 1895.

According to the Constitution its objects are: "To advocate and work for the further judicious restriction or stricter regulation of immigration, to issue documents and circulars, solicit facts and information on that subject, hold public meetings, and to arouse public opinion to the necessity of a further exclusion of elements undesirable for citizenship or injurious to our national character. It is not an object of this league to advocate the exclusion of laborers or other immigrants of such character and standards as fit them to become citizens."

The officers of the league are: President, Professor John Fiske, Cambridge, Mass.; Vice-Presidents, Mr. Samuel B. Capen, Boston; Hon. George F. Edmunds, Burlington, Vt.; Hon. George S. Hale, Colonel Henry Lee, Mr. Robert Treat Paine, Hon. Henry Parkman, Mr. Thomas F. Ring, all of Boston; Hon. L. Saltonstall, Newton, Mass.; Professor N. S. Shaler, Cambridge, Mass.; and Professor Richmond Mayo-Smith, New York City; Secretary, Mr. Charles Warren, 428 Exchange Building, Boston; Treasurer, Mr. S. D. Parker, Boston. The Chairman of the Executive Committee is Mr. Robert DeC. Ward. The annual dues are one dollar.

The league has issued thus far five publications, Number one is a small sixteen-page pamphlet on "The Present Aspect of the Immigration Problem." Number two is a four-page circular containing statistics as to the character of the immigration into the United States, etc. Number three, another sixteen-page pamphlet, contains "Various Facts and Opinions Concerning the Necessity of Restricting Immigration." Number four is also a four-page circular and gives "Twenty Reasons Why Immigration Should Be Further Restricted Now." Number five is a card and contains the "Latest Information About Immigration," (December, 1894). Any of these publications can be obtained from the secretary, 428 Exchange Building, Boston.

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The trustees of the John F. Slater Fund have recently published at Baltimore, the "Fourth Occasional Paper" which deals with the Negro in the United States, and is chiefly a detailed statistical study going back as far as 1790.

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[This article is a small book on the subject, covering as it does eighty quarto pages. It treats of the socialistic tendencies of the Common Councils of London and Paris and discusses in detail the Labor Exchanges, Employment Bureaus, etc., in various countries.]